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AESTRACT

An analysis of the job market for teachers indicates that the average candidate's ability to find a job will be influenced by his geographic preference and his subject area specialization. Geographically, the greatest opportunity is in areas of high populaticn concentration. Certain subjects, such as science and mathematics, have a high demand for teachers, but in other subjects, prospective teachers should improve their chances by broadening their competencies and obtaining certification in several areas. For example, speech, journalism or foreign language majors might also become certified in English. (Twc tables estimate supply and demand for each subject and suggest advantageous combinaticns of subject specializaticr.) (RT)

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TEACHER SUPPLY / DEMAND

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How preparation affects
employment opportunities
for teachers in
today's job market

INDIANA STATE UNIVERSITY
TERRE HAUTE, INDIANA

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FOREWORD

The demand for public school teachers appears to be in a state of change at the present time. This brochure is presented as a public service by the School of Education and the Bureau of Placement at Indiana State University in an attempt to assess the situation at a given point in time. Hopefully, the information presented will be helpful to students as well as faculty who are involved in counseling, teaching, and placement functions.

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TEACHER SUPPLY / DEMAND

INTRODUCTION

The great shortage of teachers has ended; however, opportunity for prospective teachers at Indiana State University in elementary education and most areas of secondary education still appears to be favorable. According to information reported by the NEA, two major factors are contributing to the change in the overall balance of teacher supply and demand: a sharp increase in the annual supply of potential beginning teachers and a reduction in the demand for additional teachers to provide for increased school enrollments. Public elementary and secondary school enrollment is expected to increase only 2.5 per cent by the fall of 1975, while enrollment in public higher education is expected to increase 34.5 per cent for the same period. If these projections are accurate, it would appear that the supply of teachers will continue to increase in the immediate future in light of a relatively small increase in demand.

IMPLICATIONS FOR STUDENTS PREPARING TO ENTER TEACHER EDUCATION

Opportunity exists in practically any field for the top quality graduate. Public school employers tend to look at student teaching evaluations, academic index, appearance, personality, extra-curricular activity, and a host of other factors when selecting prospective teachers. The truly outstanding candidate will find opportunity even in those teaching fields which are said to be "crowded." The average candidate, however, may experience considerable difficulty in securing a teaching position in a "crowded" field.

Geographic Preference May Influence Marketability

It is becoming increasingly difficult for a student to complete a teacher education program at ISU or any other institution and be assured of adequate opportunity to teach in his home town. Much of the teaching opportunity today exists in the geographic areas of high population concentration; however, opportunity does exist in rural areas for teachers who are willing to live in the smaller communities. Students who are willing to accept a position in a greater geographic area are in a much more favorable position to secure a teaching position. Students who have majored in one of the "crowded" areas probably will have to accept a position in any geographic area where a position is available if they wish to teach.

Distribution of Teachers by Subject Area Remains A Problem

According to a 1970 NEA report, a part of the problem of teacher supply and demand stems from the distribution rather than the total supply of beginning teachers. The rapid increase in the supply of new teachers is helping to improve conditions in subject areas where an inadequate supply previously has existed. The NEA suggests, however, that the new supply continues to be out of balance with demand. Assignment areas in which the supply has been adequate in the past are likely to have an oversupply for a few years, unless the distribution of persons completing preparation to teach in these areas changes.

This condition does not indicate a need for a complete change in the distribution of graduates preparing to teach, however, because some of the assignment areas in most adequate supply are also those in which the largest numbers of new teachers will be needed. For example, the estimated number of social studies teachers is three times the number of industrial arts teachers, and despite shortages in industrial arts the number of replacements needed each year in social studies remains three times greater than the number needed for industrial arts assuming the annual turnover rate is the same for the two areas.

Subject Area Selection An Important Factor

Students can increase their marketability as a teacher candidate in many of the "crowded" fields by increasing the scope of classes they are qualified to teach or by securing a minor in a subject area which is in greater demand. Even with increased school district size, most public school administrators are reluctant to hire teachers in crowded fields who are qualified to teach in only limited subject areas. For example, a student who only can be certified to teach biology probably will experience considerable difficulty in securing a position. If this student can be certified to teach biology, general science, and chemistry, his opportunity for employment will be greatly enhanced. Similarly, students majoring in certain areas of social science encounter the same problem. A student with endorsements only in economics and sociology will experience more difficulty in securing a position than will a student who has endorsements in four or more of the social science areas. A third example might pertain to the student prepared to teach only speech. His opportunity is considerably less than that of a student prepared to teach speech and English, all other things equal.

Opportunity for students in men's physical education appears to be related to subject area combinations. Presently, certain opportunity exists for physical education students who can direct swimming, wrestling, gymnastics, and the other related sports. If these people also are able to teach in another subject area, for example, math or industrial arts, they will find much greater opportunity.

Similar analogy may be applied to other areas of preparation where the demand for teachers appears to be rather low. Many school administrators appearing on campus expressed a desire to continue employing teachers in low demand areas who are certified in as many areas as possible. Data presented in Table I suggest subject area combinations which tend to increase job opportunity. Data for this table were compiled from the results of professional meetings with public school employing officials, discussion with public school recruiters appearing on campus, and analysis of vacancies reported to the Bureau of Placement.

TABLE I

SUGGESTED SUBJECT AREA COMBINATIONS
TO INCREASE JOB OPPORTUNITY

Subjects	Suggested Combinations
English Speech Journalism French German Latin Spanish	1. Other subject areas in this block tend to make good combinations. 2. Speech or journalism majors might consider a combination with English to expand job opportunity. 3. Foreign language majors might consider a combination with English or perhaps another foreign language. 4. English and library science often make a good combination.
Biology Chemistry Earth Science General Science Physics Math	1. Science majors with no minor should attempt to secure certification in two or more science areas in this block. 2. Science majors certified in only one or two areas might consider a combination with math. 3. Math majors do not need a minor area; however, increased opportunity may result for people certified to teach chemistry or physics.
Social Science Economics Geography U.S. History World History Political Science Sociology	1. Social science majors should attempt to secure certification in at least four areas in this block if they do not have another subject area. 2. Social science majors with less than four areas might consider a minor area in math, English, or any other subject area in greater demand.
P. E. **Men's P.E.** **Women's P.E.**	1. Preparation in another teaching area may be critical to securing a teaching position for boy's P.E. candidates. Math, industrial arts, and English appear to be good subject combinations. 2. A teaching area for girl's P.E. majors is not as critical as for boy's P.E. Students are encouraged to secure an area major which would permit teaching at both the elementary and secondary level.
Business Ed.	1. Shorthand appears to increase job opportunity in many areas.
Art Industrial Arts Special Ed. Home Economics Music Library	1. No subject combinations appear to be necessary at this time. 2. Certain areas in this block make good combinations with subject areas in the above blocks.

TABLE II

ESTIMATED SUPPLY AND DEMAND FOR BEGINNING TEACHERS

Level or subject area	General condition[a/]	Indiana condition[c/]
Elementary		
Regular instruction	Low supply	Near balance
Selected subjects:		
Special education	Low supply	Low supply
Physical and health education	Possible shortage[b/]	Adequate
Music	Possible shortage[b/]	Low supply
Art	Near balance[b/]	Possible shortage
Foreign language	Near balance[b/]	Near balance
Library science		Low supply
Secondary		
Selected subjects:		
Mathematics	Critical shortage	Possible shortage
Natural and physical sciences	Critical shortage	Low supply[d/]
English language arts	Low supply	Adequate
Trade, industrial, vocational, technical	Shortage	Low supply
Special education	Low supply	Low supply
Physical and health education:		
Women	Low supply	Low supply
Men	Adequate supply	Adequate
Industrial arts	Low supply	Low supply
Home economics	Near balance	Near balance
Distributive education	Low supply[b/]	Near balance
Agriculture	Near balance	
Business education	Near balance	Near balance
Music	Adequate supply	Low supply
Foreign language	Adequate supply	Adequate
Art	Adequate supply	Low supply
Social studies	Adequate supply	Surplus
Library science		Low Supply

Source:

National Education Association, Research Division. **Teacher Supply and Demand in Public Schools, 1968.** Research Report 1969-R4. Washington, D.C.: the Association, 1969. p. 48-55.

a/ Evaluation of general condition based on estimated shortages between supply and demand of beginning teachers and possible reduction of 10 per cent in teacher re-entry rate.

b/ Information is not sufficiently complete to allow an accurate estimate of supply-demand conditions.

c/ Estimate by Bureau of Placement personnel as of 6/1/70.

d/ Only in the area of chemistry and physics.

ESTIMATE OF SUPPLY AND DEMAND

Data presented in Table II summarize the latest NEA estimate of supply and demand based on a nation-wide survey. The column on the far right is an assessment of current supply and demand by Bureau of Placement personnel at ISU. Extreme caution must be exercised in the interpretation of these data. Figures obtained by the NEA, because of the very nature of the study, are for the 1968 academic year and reflect demand as it existed almost two years ago. Also, the demand and supply picture appears to be highly unstable and unsettled at this point. A significant change has occurred during the 1969-70 academic year. Both estimates reflect general conditions as they exist at a given point in time. In all probability, conditions during the 1970-71 and 1971-72 academic years will bring about additional changes which are not predictable at this time.

SUMMARY

It appears that teacher demand and supply are in a process of change. Employers now can be concerned with greater selectivity, and prospective teachers in certain subject areas are encountering greater difficulty in securing a position. A capable candidate adequately prepared in a subject area should still be able to secure a position; however, he may be forced to expand his geographic area and extend the number of interviews and contacts. A student should prepare himself with a major-minor combination, if at all possible, or attempt to secure a more comprehensive certificate if he is limited to a single teaching area in one of the "crowded" fields.

Students concerned with the demand for personnel in the various subject areas are encouraged to discuss the matter with personnel in the Bureau of Placement and the School of Education.

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